



City of Dallas

**Director, Office of Environmental Quality and Sustainability**

**City of Dallas**

**Dallas, TX**

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## THE ORGANIZATION

The Office of Environmental Quality & Sustainability (OEQS) is committed to leading comprehensive efforts towards environmental stewardship, sustainability, resource conservation, environmental compliance, and environmental education with a focus on excellent equitable service delivery. The Office has 103 authorized FTEs and a budget of \$5.3M for FY 24-25.

Structurally, the Office is comprised of three teams, each with its own set of programmatic or strategic priorities:

**Air Pollution Control and Air Quality** at the City of Dallas works to ensure compliance with the regulated industry through air monitoring and surveillance and air quality initiatives. In addition, air teams coordinate and enforce the federal and state regulations governing air quality to promote and protect the health, safety and well-being of all Dallas communities.

**Stormwater Management Compliance** is focused on keeping stormwater (rain and urban runoff) clean. The City of Dallas is permitted by the State of Texas through the Texas Commission on Environmental Quality to discharge from the stormwater sewer system into area waterways (Dallas creeks and streams) and the Trinity River. The department manages compliance for construction, illicit discharges, general pollution prevention, and education.

**Comprehensive Environmental Climate Action Plan** outlines the specific activities that the city can undertake to reduce greenhouse gas emissions and improve environmental quality in the city. There are eight major goals with ninety-seven actions.

## THE POSITION

The Director of the Office of Environmental Quality and Sustainability (OEQS) serves as a visionary and strategic leader, responsible for guiding the City of Dallas toward a more sustainable and environmentally responsible future. This role oversees departmental operations, personnel, and fiscal management while advancing initiatives related to environmental compliance, climate action, and community resilience. The Director works closely with city leadership, regional partners, and the community to implement policies and programs that improve public health, environmental equity, and sustainability outcomes.

The mid-point of the salary range of this position is \$165,185.

## RESPONSIBILITIES

- Provide strategic leadership in the development, implementation, and oversight of programs and policies that promote sustainability, climate resilience, and environmental compliance.
- Direct all operations within OEQS, setting priorities and ensuring the efficient allocation of resources to meet departmental goals.
- Monitor and evaluate the effectiveness of programs and services, ensuring compliance with local, state, and federal environmental regulations.
- Serve as the City's subject matter expert on environmental laws, regulations, and sustainability principles, including air and water quality, waste management, and hazardous materials.
- Oversee special projects and research efforts; prepare reports and deliver presentations to the City Manager, City Council, Council Committees, and the Environmental Commission.
- Advise City leadership on sustainability initiatives, environmental policy, and climate action strategies.
- Lead the implementation and advancement of the Comprehensive Environmental and Climate Action Plan (CECAP).
- Collaborate with internal departments and external stakeholders to promote carbon reduction, environmental justice, and sustainable practices citywide.
- Represent the City at local, state, and national forums to advocate for environmental priorities and share best practices.
- Develop and manage the departmental budget; allocate resources and provide oversight for staff performance, organizational development, and service delivery.
- Establish performance metrics; direct public outreach, community engagement, and media strategy to increase awareness and support for environmental initiatives.
- Maintain expertise across a broad range of environmental areas, including air and water quality, stormwater and waste management, renewable energy, and sustainable development.
- Drive innovation and systemic change through citywide sustainability efforts, ensuring environmental standards are upheld while enhancing community vibrancy and public health.
- Manage grants and identify funding opportunities to support department programs and initiatives.
- Perform other related duties as assigned.

## QUALIFICATIONS

The ideal candidate will possess at least 10 years of progressive experience in environmental quality, sustainability, or a closely related field, including at least seven (7) years in a leadership or executive management role. A Bachelor's degree in Environmental Science, Sustainability, Public Policy, or a related discipline is required. A Master's degree or Juris Doctor (JD) in a relevant field is preferred.

The ideal candidate for this position will have:

- Strong knowledge of public administration and environmental governance.

- In-depth understanding of environmental regulations, sustainability practices, and related legal frameworks.
- Proficiency in personnel management, supervision, and team leadership.
- Expertise in budget planning, resource allocation, and performance measurement.
- Strategic thinking and ability to translate complex environmental challenges into actionable policy.
- Ability to navigate contract processes and compliance standards.
- Strong verbal and written communication skills.
- Proven ability to prioritize community engagement and equity.
- Adept at building and maintaining effective working relationships with diverse stakeholders.

## TO APPLY

The City of Dallas is partnering with POLIHIRE to identify the next Director of Environmental Quality and Sustainability. For immediate consideration, you must submit a cover letter highlighting your qualifications and a resume to: [Environment.Dallas@polihire.com](mailto:Environment.Dallas@polihire.com).